



# *The Commonwealth of Massachusetts*

## *Springfield Finance Control Board*

*436 Dwight St.*

*Springfield, MA 01103*

ALAN LeBOVIDGE  
CHAIRMAN

Dear Springfield Police Officers,

We know that each day during the city's fiscal crisis you come to work and do your job. It is one of the most important jobs in city government. Each of you is due a raise. It has been too long in coming. The city wants you to have a contract and the ability to earn more money. At the same time we can offer you only what the city can afford.

The following offer is what we can afford. There is no attempt in this offer to hold down wages for the sake of holding down wages. In a perfect Springfield, the city's finances would be robust which would allow for a more generous offer. However, that is not the case today. Yet, both the city and its employees need a contract: one that advances the legitimate financial needs of police while recognizing the city's financial position.

I have taken this opportunity to make sure you knew that we have been attempting to settle a contract and give you the facts.

Details of the offer that we presented to your leadership appear below. Our economic offer to you includes a lump sum payment to each member of 75% of wages frozen because of the wage freeze (about \$3,000 per employee) and annual wage increases of 2.5% for seven years (or 17.5%). We are making this offer public because there is little left to negotiate. The city can afford only what is offered below. Thank you again for your dedication to your profession and the city of Springfield and for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Philip Puccia", written over a horizontal line.

Philip Puccia  
Executive Director  
Springfield Finance Control Board

## CITY OF SPRINGFIELD PROPOSAL

To

IBPO, Local 364

The Collective Bargaining Agreement (CBA) between the CITY OF SPRINGFIELD and the International Brotherhood of Police Officers, Local 364 is hereby modified as follows:

(1) Signing Bonus

In lieu of any retroactivity for unit members who have been denied raises in the last collective bargaining agreement, a one-time signing bonus equal to 75% of the amount a bargaining unit member would have earned in base salary had the wage freeze of 2003 not been enacted.

(2) Salaries

- Contract 1

Effective 0800 July 1, 2005 increase wage schedule (2.5%)

Effective 0800 July 1, 2006 increase wage schedule (2.5%)

Effective 0800 July 1, 2007 increase wage schedule (2.5%)

- Contract 2

Effective 0800 July 1, 2008 increase wage schedule (2.5%)

Effective 0800 July 1, 2009 increase wage schedule (2.5%)

Effective 0800 July 1, 2010 increase wage schedule (2.5%)

- Contract 3

Effective 0800 July 1, 2011 increase wage schedule (2.5%)

(3) Salaries

Elimination of steps/longevity.

(4) Salaries

IBPO Local 364 agrees to dismiss with prejudice any existing claim and waive and forego any other potential claim, grievance, arbitration, or appeal regarding negotiated wage/step increases from prior collective bargaining agreements.

(5) Health Insurance

IBPO Local 364 agrees to dismiss with prejudice any existing claim and to waive and forego any other potential claim, grievance, arbitration, or appeal regarding the change in health insurance benefits implemented April 1, 2005 and agree to said health insurance plan implemented on April 1, 2005.

(6) Buracker Report

The Union's acceptance of the recommendation of the Buracker Report generally. Of particular importance are the recommendations regarding civilianization, bar ownership, light duty and related issues, performance evaluation, sick leave and the transfer of booking and lockup to the sheriff's department.

The terms of this offer are presented as a package. The City makes this proposal with a full reservation of its rights and without waiving its position regarding implementation of IOD/light duty that has already occurred or may occur in the future.

